DOCUMENT RESUME

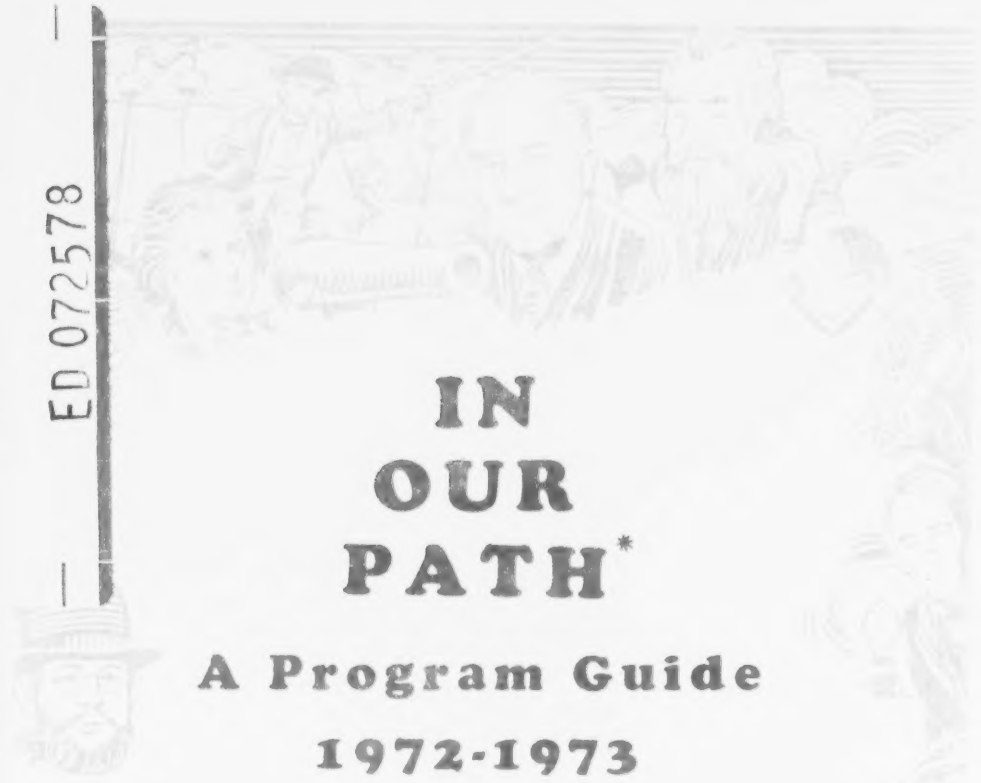
ED 072 578 EC 050 968

| | |
|---|---|
| TITLE | In Our Path. A Program Guide 1972-1973. |
| INSTITUTION | President's Committee on Employment of the Handicapped, Washington, D.C. |
| PUB DATE | 72 |
| NOTE | 36p. |
| EDRS PRICE | MF-$0.65 HC-$3.29 |
| DESCRIPTORS | Architectural Barriers; *Community Action; *Community Organizations; *Employment; *Employment Opportunities; Films; *Handicapped; Public Support; Statistical Data |

ABSTRACT

Suggestions are made concerning actions which local Committees on Employment of the Handicapped can engage in to help bring about public acceptance of handicapped persons and, particularly, to encourage more employment of the handicapped. Focused upon are disabled veterans, disabled disadvantaged, severely physically handicapped, mentally retarded, and previously mentally ill. For each handicapping condition, general facts concerning incidence and capabilities and need for employment are presented, followed by a brief list of actions which can be undertaken by local Committees to promote job opportunities for that segment of the handicapped population. The booklet also suggests actions to eliminate architectural and transportation barriers, and to increase the effectiveness of National Employ the Handicapped Week. Included are a list of awards programs (to recognize either handicapped individuals or employers of the handicapped) available to Governors' and local Committees, and an annotated list of publicity materials (pamphlets, films, exhibits) on rehabilitation and employment of the handicapped. (KW)

ED 072578



# IN OUR PATH*

## A Program Guide 1972-1973

*"The only reality is the concretely real human being, our neighbor, whom God puts in our path."

--FRANZ KAFKA

EC 050 762

**President's Committee on Employment of the Handicapped**
**Washington, D. C.**

## Objectives

## 1972-1973

- To concentrate on the handicapped who need our help the most—disabled veterans, the disabled disadvantaged, the seriously physically and mentally handicapped.
- To strengthen local Committees on Employment of the Handicapped—they are the front-line fighters for the handicapped.
- To take action. Any kind of action, large or small. But action. . . . TO HELP THE HANDICAPPED HELP THEMSELVES WHERE THEY WORK, LIVE, PLAY AND PRAY!!!

U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
OFFICE OF EDUCATION
THIS DOCUMENT HAS BEEN REPRODUCED EXACTLY AS RECEIVED FROM THE PERSON OR ORGANIZATION ORIGINATING IT. POINTS OF VIEW OR OPINIONS STATED DO NOT NECESSARILY REPRESENT OFFICIAL OFFICE OF EDUCATION POSITION OR POLICY

# IN OUR PATH*

## A Program Guide 1972-1973

*"The only reality is the concretely real human being, our neighbor, whom God puts in our path."

—Franz Kafka

The President's Committee
on Employment of the Handicapped
Washington, D.C.

# Foreword

Those of us in the field of the handicapped are fortunate, for God has put many people in our path—people who need our help, our encouragement; people who have physical and mental handicaps.

We don't turn aside from them; rather, we serve them. We serve them so that they might serve themselves.

I hope this Program Guide helps point the way. The needs are many and pressing, but we can meet the challenges. I know we can, because we are committed to serve those whom God has put in our path.

Good luck.

HAROLD RUSSELL
*Chairman*

## Cases

### Harvey

"Harvey, you can't sit around this house all your life. When you going to look for a job?"

"Aw, ma, nobody wants a guy in a wheelchair. Besides, I can't do nothin.' Me, not past the ninth grade, competing with all those guys who been to high school and college. Why try?"

"Harvey . . ."

The conversations always ended like that, ever since Harvey came home from the veterans' hospital, both legs gone. A land mine in Vietnam. Television, staring out the window, playing solitaire, arguing with his mother—so the days passed, one like another.

Yes, the Veterans Administration had been after him to take some kind of training, but why bother? Training's for smart people, not for people with just nine years of school, not for people in wheelchairs who couldn't even get down from the third floor apartment.

* * * *

Poor stubborn Harvey. Why couldn't he get it through his head that yes, training is for him; yes, there are ways for people in wheelchairs to get around town; yes, there are employers willing to go out of their way to hire disabled veterans?

### Marvene

"Forty-four, forty-five, forty-six," said Marvene to her roommate as she entered the small apartment and kicked off her shoes. "Same story. Excuses, excuses. No jobs."

"Marvene, why do you keep telling people about your four years in a mental hospital? Why don't you just forget about it?"

"I'm not going to," said Marvene quietly. "I'm not ashamed of it, and I want employers to know. And also, I'm well now. Can't they realize it?"

"But forty-six places! How long can you keep it up?"

"Long as I have to."

* * * *

Marvene did get a job. Finally. Perseverence paid. But why did she have to put perseverance to such a severe test? Why did society reject her so thoroughly? Did her past history of mental illness really make her any less desirable as an employee? Or had she been the victim of one of society's senseless myths about mental illness? When will society wake up?

## George

"George, George, I don't know what we're going to do with you, George."

George grinned blankly at his father. Twenty-five, overweight, mentally retarded, he hadn't been out of the dreary slum apartment in months. Last time out, he wandered off and his father had to call the police to find him. Maybe he wasn't too retarded; he was pretty good at putting together jigsaw puzzles. That's what he did when his father went off to work. That, and just sitting around.

George wasn't always this bad. Back in his teens, when he was in special school, he talked more, did more. But then he got too old for school and came home. George had no mother, no brothers, no sisters; just his father who worked long hours on a construction crew.

His father worked too hard ever to have the time to find out that there were facilities in the city that could have helped George. Yes, even at twenty-five.

* * * *

Was it anybody's fault that George was wasting whatever potential he had? It wasn't his father's fault. It wasn't the fault of the facilities that could have helped George; they had no way of even knowing about him. It was just one more of those deadly by-products of poverty. The body was there, eating and sleeping and working jigsaw puzzles. But the soul was withering away. Too bad, too bad.

## Sally

The alarm rang. Sally reached over to shut it off. Her fingers felt the braille dial. She rose, felt her way to the shower, chose a dress by the feel of the material, fixed breakfast, left her apartment, white cane in hand. Half a

block to the right, the corner bus stop. She waited.

At work, cheerful good mornings followed her down the large general office as she tapped her way to her private office in the rear. Her name was on the door: "Sally B. Jordan, Chief Administrative Officer."

Sally presided over the morning staff meeting, speaking from braille notes. That was just the beginning of a busy day: phones ringing, visitors calling, mail to be answered. But Sally liked the bustle. She liked making decisions, working with people, the fast pace.

Blindness? It didn't slow her down. As she told her secretary: "My eyes may be blind, but my mind's not!"

* * * *

Life wasn't always easy for Sally. School, vocational rehabilitation, new situations, new adjustments—they weren't easy when you couldn't see. But Sally learned early to roll with the punches, to take life as it comes, to make the best of each day. Not a bad philosophy if you're handicapped. Not a bad philosophy if you're not, either.

## All the Rest

Every handicapped person in this land has his story to tell. Some stories have happy endings, some do not.

Our role—the role of all persons involved in promoting employment opportunities for the handicapped—is to try to brighten up the endings of those stories.

# Numbers

## One In Ten

More than 13 million adults in America have physical handicaps severe enough to limit in some way their ability to hold a job, according to a survey by the Social Security Administration.

Of the 13 million . . .

- Six million are so severely disabled that they are unable to work at all or, at best, can work only part-time or in sheltered workshops.
- Five million are occupationally disabled: their handicaps are severe enough to interfere with the kind of work they can do.
- Nearly seven million have less severe disabilities; they can work full-time, but their handicaps limit them somewhat.

Keep the first two totals in mind—six million severely disabled; five million occupationally disabled; total of 11 million. The total working-age population of the United States is 110 million. Therefore, one in every ten adult Americans has a physical disability severe enough to interfere with his earning a living.

## Another One in Ten

A total of 10 million adults have mental or emotional conditions severe enough to need psychiatric care, says the National Association for Mental Health.

This number, too, represents one in every ten Americans of adult age.

Mental patients fill more hospital beds than all other types of patients combined. Yet there has been dramatic progress over the years; we used to measure length of stay in months but now we measure it in weeks.

Progress in treatment, but not progress in acceptance. Studies show that between half and three-fourths of all former mental patients hide the fact of their hospitalization when seeking jobs. Society still isn't ready to accept them.

## And One in Seventy

Three and one-half million men and women in this country are mentally retarded, according to the National Association for Retarded Children.

But ninety percent of them are mildly retarded. With proper training and rehabilitation, they can work, either in regular jobs or in sheltered workshops.

Many are employed, of course. Many more could be employed if there were enough training and educational facilities in this country to prepare them for work; and if there were more employers willing to give them a chance.

## Acceptance vs. Rejection

There is more unemployment among the handicapped than there should be.

Partly, it's because many handicapped people need more training, more preparation for work. Partly, it's because many need help in overcoming transportation and architectural barriers. Partly, it's because some have simply given up hope and have dropped out of the labor market.

And partly, it's because America's attitudes toward the handicapped could stand some improving.

To find out how much acceptance the handicapped really do have in America, Roper Research Associates queried a sampling of 1,000 adults across the Nation.

Those interviewed were shown three hypothetical case histories: a mildly retarded young man, a blind young man, a young man crippled by a birth defect. What should be done with them?

Half the people favored institutionalizing the retarded young man; over one-third favored institutionalizing the blind man; over one-fifth, the crippled man.

Fifty-eight percent favored sheltered employment for the retarded young man; 45 percent for the blind man; 39 percent for the crippled man.

Only 16 percent believed the retarded man should work side-by-side with others at a regular job; 44 percent, the blind man; 36 percent, the crippled man.

Throughout all these answers lies one word: rejection.

America does not open her arms wide to accept the handicapped. Nothing

malicious about it; it's just that she doesn't understand them, doesn't quite know what to make of them.

### Our Purpose

And now we come to the purpose of this Program Guide.

It's to help America see the light about the handicapped; to help America see their similarities to other folks, rather than their differences; to help America accept them.

Every last one of them.

## Our Path

Our path lies in actions more than in words.

In the pages that follow are some actions volunteer Committees can engage in to bring public acceptance to the handicapped. And to lead the way to jobs, more jobs.

## Disabled Veterans

### The Facts

Nearly 300,000 Vietnam veterans are receiving compensation from the Veterans Administration for service-connected disabilities. Nearly half are 30 percent or more disabled.

So far, more than 40,000 have taken training under VA programs.

Young, eager to make a start in civilian life, matured beyond their years by military service, they are not finding their rightful places in the labor force.

For all Vietnam veterans, able-bodied and disabled alike, the jobless rate is almost one in ten. For disabled Vietnam veterans, alone, the jobless rate is much higher.

A national "Jobs For Veterans" campaign is trying to tackle the problem. Unions and employers and educators and veterans' organizations and all other segments of society are trying to tackle the problem.

Yet there's need for more action; *your* action.

### The Action

- Veterans' organizations—particularly those representing younger veterans—should be included as members of local Committees on Employment of the Handicapped.
- Local promotion campaigns should be prepared to urge young disabled veterans to get training to upgrade their skills in the labor market. Cooperate with the local Veterans Administration office in this.
- Also, local campaigns should be prepared urging employers to hire disabled veterans. Your local Veterans Employment Representatives can be helpful here.

- If there's a VA hospital nearby, help arrange for visits by educators, by labor leaders, by employers and by others who may be in a position to counsel and motivate young disabled veterans.
- By the way, don't forget the other end of the spectrum. There also are older disabled veterans (the average World War II veteran is in his fifties) in need of boosts toward jobs. They suffer the double handicaps of disability plus age.

## Disabled Disadvantaged

### The Facts

A national survey of the handicapped by Roper Research Associates found that:

- The incidence of disability is three times higher in the slums of America than elsewhere.
- Yet a much lower proportion of low-income handicapped people receive rehabilitation than handicapped people of other income levels.
- In fact, most low-income families don't even know where to go for rehabilitation. They don't even know what it means.
- As a result, a much higher proportion of low-income handicapped people are "nonfunctioning" (unable to work or attend school or keep house) than handicapped people of other income levels.

Other studies have shown that the incidence of mental retardation is five times higher among the disadvantaged than among the rest of the population. And the incidence of mental illness is several times higher among the disadvantaged than among others.

### The Action

- In order to understand the problems of the disadvantaged handicapped, organizations representing the urban and rural poor should be invited to membership on Governors' and Local Committees on Employment of the Handicapped.
- Information campaigns should be prepared to tell the disadvantaged handicapped what rehabilitation can do for them, what it consists of, how to get it. Included should be clear instructions how to get to the local vocational rehabilitation office.
- To reach the disadvantaged with this information, you may have to work with community action groups, local churches, welfare offices,

health clinics and other institutions serving the poor.

- Your working partners in these efforts are the local vocational rehabilitation office and the local public employment office. They can be valuable resources, since they are experienced in serving the training and job needs of the disadvantaged.

## Severely Handicapped

### The Facts

Men and women with severe physical handicaps face far more than their share of joblessness—mainly because not too many employers are willing to give them a chance. The disconcerting statistics:

- *Epileptics*: 1,500,000 people. Even though drugs can control seizures in 85 percent of the cases, unemployment is high. Nearly one-fourth of all epileptic adults are out of work.
- *The blind*: 135,000 people, totally or partially blind. Unemployment rate is 30 percent of blind adults.
- *The deaf*: 230,000 totally deaf; more than 2,000,000 with hearing loss. High unemployment.
- *Cerebral palsy*: 750,000. Although one in five could be trained for work, jobless rate of the employables is over 90 percent.
- *Multiple sclerosis*: 250,000 people. In most cases, MS patients reach a plateau and can work for years. Yet jobless rate is high.
- *Muscular dystrophies*: 200,000 persons, mainly children. Certain forms strike adults who still are able to work. Yet their unemployment rate is high.

The President's Committee has engaged in intensive promotion campaigns with several of the voluntary health organizations serving the handicapped —National Multiple Sclerosis Society, American Foundation for the Blind, Epilepsy Foundation, Muscular Dystrophy Association. Purpose of the campaigns: to improve chances for jobs.

### The Action

- Local Committees should get in touch with local organizations serving the severely handicapped, to arrange for local promotional efforts.

- These efforts should have three parts: (a) a campaign directed to employers, urging them to hire the seriously handicapped; (b) a campaign directed to the handicapped themselves, encouraging them to prepare for jobs they can fill; (c) a campaign aimed at professionals, encouraging them to make full use of rehabilitation services in working with the seriously handicapped.
- Publicizing successful cases of seriously handicapped workers and honoring employers who do hire the seriously handicapped are but two ways to achieve your objectives.

## Mentally Retarded

### The Facts

Most mentally retarded people in this country can work and deserve the right to work. This may come as a surprise to many people, but here are the facts:

There are more than 6 million mentally retarded persons in the United States. About 3½ million are adults.

Ninety percent are mildly retarded. Among the adults, they number some 3 million. With proper training, they are employable — in competitive jobs or in sheltered workshops.

For many of the lesser-skilled jobs in our society (particularly in the service fields), mentally retarded workers actually may be superior to other workers. The retarded are loyal; they do not job-hop; their attendance is outstanding.

Yet many problems stand in their way. There are not enough special education classes, sheltered workshops, or other facilities to prepare them for jobs. There are not enough living and socializing facilities for the retarded to take care of their day-to-day needs to get along in the community. There are overprotective attitudes on the part of some of their families that keep them out of the labor market ("What? My son work in a kitchen? Never!"). There still are employers who don't realize what fine employees the mentally retarded can make.

In short, things are beginning to warm up for the mentally retarded. But action is needed to bring about still brighter days.

### The Action

- The National Association for Retarded Children and the President's Committee co-sponsor an annual "Employer of the Year" awards program, honoring employers who have done most to extend opportunities

to the retarded. Local Committees can submit nominations for awards.

- What's more, local Committees can take the initiative in honoring (and publicizing) local employers with good records of hiring the retarded.
- Local Committees can spread the word to the retarded and to their families about local facilities available to train them for jobs (workshops, occupational training centers, etc.), and about how and where to look for jobs.
- Local Committees also can join forces with Associations for Retarded Children to promote better housing, better training and better recreation for the retarded. All these, in their ways, lead to better job opportunities.

## Mentally Restored

### The Facts

America has made amazing progress in the treatment and rehabilitation of the mentally ill. New drugs, new forms of therapy, new treatment facilities in the community are all keeping many mental patients out of hospitals.

More than that, they're preparing many mental patients for quicker returns to everyday living.

Yet America's attitudes about the mentally ill haven't kept pace with the forward movement of rehabilitation.

So the mentally ill still face rejection in their search for jobs. No wonder so few of them ever admit they have been in mental hospitals! No wonder half-way houses for former mental patients have so much trouble getting established in residential neighborhoods!

Another irony: despite rejection, those with histories of mental illness have compiled work records at least as good as those without such histories. A Veterans Administration study of 1,400 veterans who had been mentally ill showed them to be exceptionally stable on the job, to earn their full share of promotions, to be the kind of workers any employer would like to have around.

### The Action

- The National Association for Mental Health and the President's Committee jointly sponsor an "Employer of the Year" awards program. Awards go to employers in the private and public sectors doing most to hire the mentally restored. Local Committees should be alert to companies and enterprises worthy of nomination.
- Also, local Committees can cooperate with local Mental Health Associations to recognize deserving employers in the community.

- Many mental hospitals and community mental health centers have established Employer Counsels, made up of leading local businessmen, who meet regularly to advise patients about how and where to look for jobs; to advise staff people about local job needs so that in-hospital training can be adapted accordingly; and to remind mental patients that someone cares. Local Committees can take the initiative in assisting hospitals and community mental health centers in forming more of these Employer Counsels.

## Environmental Barriers

### The Facts

There has been much progress in eliminating architectural and transportation barriers against the handicapped. Laws in more that 40 States require that buildings constructed with public funds be accessible to the handicapped . . . buildings built with Federal funds have similar requirements . . . airlines are attempting to ease travel for the handicapped . . . rapid transit systems are taking into account the travel needs of the handicapped . . . colleges are eliminating barriers . . . parks and recreation areas are being made accessible . . . architects are becoming more aware of the need for accessibility for the handicapped, partly through an awards program sponsored by the American Institute of Architects.

Much is going on. So much, that some people think there's no need for more. There is need for more, much more.

### The Action

- Barriers still exist in virtually every city. What's needed is publicity to focus attention on the need for their elimination. Local Committees can develop news stories about barriers which have been eliminated as well as barriers which still exist. They can urge discussion of the topic at civic and business groups. They can beat drums in many ways.
- More community directories of the handicapped are needed. First step: a survey of all buildings in the community to determine which can be used by the handicapped. Second step: publication of a guide for use by the handicapped. So far, some 50 guides have been published. Yet every city should have one.

- "Watchdog" efforts are needed. There should be a local group of volunteers to check on new construction to be sure barriers won't exist.
- Local airports, bus stations and railroad stations should be surveyed to see if they can be used by the handicapped. If not, efforts should be made to eliminate barriers.
- Special parking for the handicapped should be established wherever needed.
- More schools should be encouraged to eliminate barriers. How can a handicapped young man or woman qualify for a good job if a decent education is deprived by reason of barriers?

# Awards

## The Facts

Awards serve many purposes. They recognize achievement. They help build positive public "images". They motivate others to action.

There are a number of awards programs available to Governors' and local Committees. Here they are, in a nutshell:

- *President's Trophy.* Governors' Committees may nominate handicapped persons who have surmounted their own disabilities and who have facilitated the employment or the rehabilitation of other handicapped persons. Awards to Handicapped Americans of the Year are presented at Annual Meetings of the President's Committee.
- *Employer of the Year.* There are two categories: employers hiring more than 200 people and employers hiring less than 200 people. Recognition is given to employers with outstanding records of providing job opportunities to the handicapped.
- *Physician's Award.* This yearly award goes to the physician with the most outstanding record of serving the rehabilitative and employment needs of the handicapped. Governors' Committees may make nominations.
- *Public Personnel Award.* This annual award is given to the public official (Federal, State or municipal) who has done most to further employment of the handicapped in his agency. Governors' Committees may make nominations.
- *Distinguished Service Award.* This, the President's Committee's highest honor, is given to organizations or individuals with outstanding achievements in serving the handicapped. Governors' Committees may nominate.

- *Citation for Meritorious Service.* This goes to persons or organizations making outstanding contributions to a State's hire-the-handicapped program. Anyone may make nominations to a Governor's Committee.
- *Employer's Merit Award.* This goes to employers with outstanding records in hiring the handicapped. Anyone may make nominations to a Governor's Committee.
- *Fashion Designs for the Handicapped.* This sewing contest is co-sponsored by the President's Committee and the General Federation of Women's Clubs.
- *Joint Awards.* The National Association for Retarded Children and the National Association for Mental Health conduct "Employer of the Year" awards programs in cooperation with the President's Committee.
- *More, Many More.* There are many other awards for the handicapped, all deserving of support. The U. S. Civil Service Commission honors the Federal Handicapped Employee of the Year, with nominations coming from Federal agencies everywhere. Many Federal agencies pay yearly honor to their own Handicapped Employees of the Year. Goodwill Industries of America gives recognition to the Goodwill Worker of the Year. The Disabled American Veterans salutes the Disabled Veteran of the Year. All these, and other awards as well, add up to a national saga of achievement. America is hearing the story. She's listening.

## Students' Contests

### The Facts

> "The way to help the community really know its handicapped is to throw out the vague advertising campaigns now in force and replace them with expanded programs presenting the disabled in a new light. They need to be shown neither as anonymous people nor as statistics, but rather as real individuals who just happen to be disabled."

Harry L. Gilbert of Reno (Nev.) High School wrote the above as part of his "Ability Counts" writing contest entry, and he won top prize.

Each year this contest gives thousands of high school students in all States a chance to gain a first-hand look at what their communities are doing in behalf of the handicapped. State winners are brought to Washington by the AFL-CIO. Cash awards are presented to the top five winners by the Disabled American Veterans.

There's also a new national "Hire the Handicapped" poster contest. Two cash scholarships of $1,000 are provided by the AMVETS National Service Foundation to first prize winners in two categories: high school students; or undergraduate students in colleges, junior colleges, universities or technical schools.

As the contest announcement puts it, "posters must communicate the idea of 'Hire the Handicapped' not necessarily by words, but by means the artist deems best."

### The Action

Success of both contests rests in the leadership of local Committees in mobilizing volunteers from all segments of society—to distribute contest

materials to schools, to arrange mechanics of the contest, to promote full participation, to judge entries, to get the support of donors for local prizes, to arrange for local award presentations.

The best beginning is to arrange for as many schools as possible to take part in the contests. This may involve personal contacts . . . well worth the effort, for only in this way can large numbers of students be encouraged to participate.

Local prizes should be awarded at local ceremonies (luncheons, banquets, school assemblies, etc.). And there should be plenty of local publicity.

It's best to spread out the award-giving at several ceremonies, rather than bunching them all together in one ceremony. Perhaps the winning poster can be recognized at one time; the winning writing contest entry at another time. This way, you gain more publicity. This way, you also give each contest the prime attention it deserves.

## NETH Week

### The Facts

Certainly, year-long promotional efforts are needed to create public awareness of the "Hire the Handicapped" campaign.

But just as certainly, there's need for an annual all-out period when promotion reaches a peak of intensity. For us, it's National Employ the Handicapped Week, the first full week of October.

This can be a time to call attention to the achievements of the handicapped. It can be a time to recognize their achievements, through award ceremonies. It can be a time, too, to acknowledge the achievements of volunteers, of employers, and of all others who have contributed to the program.

It's OUR Week. But it is only as effective as we wish to make it.

### The Action

- The local Committee should form a strong publicity subcommittee made up of professional public relations and media people.
- The local Committee should involve organizations such as the following: sheltered workshops, vocational rehabilitation offices, public employment offices, Veterans Administration hospitals and offices, voluntary health organizations, employers' organizations, labor unions, youth groups, women's organizations, any others having special concern for the handicapped.
- Intensive publicity should be arranged for all local media: Radio and television spot announcements (supplementing the spots sent to stations by the President's Committee); feature stories of handicapped people who have made the grade; posters throughout town; articles in local magazines of all kinds; exhibits in store windows, so on.

- Organizations such as Zonta, Pilot, Kiwanis, Lions, Rotary and others should be encouraged to feature the topic of the handicapped at their meetings held during NETH Week (or even later during the month).
- Local Committees should plan recognition ceremonies of various kinds during NETH Week. It's an ideal time to recognize outstanding handicapped workers or employers or others.
- Local facilities for the handicapped should be urged to hold "open house" so that the community can see first-hand what's being done.
- Imagination. This is what it takes to make NETH Week a week to remember.

## Other Activities

### The Facts

This Program Guide has but touched the surface. A host of other activities are possible if the handicapped in the community truly are to be served to the best of our ability.

Here are some of them:

*Women's Organizations*

Womenpower can be an effective asset to local Committees. Most leading women's organizations actively support the work of the President's Committee. For example: Pilot International yearly pays tribute to the Handicapped Professional Woman of the Year; the General Federation of Women's Clubs sponsors a sewing contest to design special clothing for the handicapped; there's much more.

*Youth*

Young people are seeking voluntary activities that contribute to the welfare of others. Why not the handicapped? Organized youth groups in the community stand ready to help. Local Committees should ask them.

*Rural Areas*

The handicapped in rural areas face special problems. Rehabilitation facilities may not be close at hand. Employment opportunities may be lacking. Transportation may be nonexistent. Yet many innovative methods are being tested to bring greater opportunities to the rural handicapped. Local Committees can point the way.

*Employers*

Employer committees have been formed in many communities to promote more jobs for the handicapped and to dispel current myths that stand in the

way of opportunity (such as workmen's compensation, job safety, etc.). Employers speaking to employers—that's the most effective way to get the job done.

*Labor*

Unions have given full support to the program of jobs for the handicapped. They have played active roles in local facilities such as rehabilitation facilities and mental health centers. They have supported President's Committee awards programs. They're ready to serve where needed.

*Education*

In some places, the handicapped face problems in getting jobs in school systems. Also, handicapped students face problems in attending schools. Special efforts are under way to encourage more employment of the handicapped in America's school systems, and to encourage more schools and colleges to become fully accessible to the handicapped.

*Libraries*

The libraries of this country have long been active in promoting jobs for the handicapped. During NETH Week many libraries feature books about the handicapped. More and more libraries are becoming accessible to the handicapped. Employment of the handicapped is on the rise in libraries everywhere.

*Medical*

Physicians can serve the cause of the handicapped in many ways. Industrial physicians can determine personnel practices of business and industry. Other physicians can refer disabled patients to rehabilitation. They can give their handicapped patients encouragement. Physicians rank high as opinion molders. Local Committees should work closely with them.

*And Still More*

Handicapped people these days are becoming more articulate, more insistent on their rights as citizens, more concerned with doing things on their own rather than wait for others to do things for them. There are law suits in the courts in which the handicapped are pursuing their rights to an education, their rights to decent housing, their rights to full citizenship. And there is legislation at all levels of Government, fostering the rights of the handicapped. These are trends which local Committees should be aware of.

## Publicity Materials

### Available Publications

The President's Committee has a limited supply of pamphlets available to fill requests. They may be ordered by requesting informational materials under the following categories:

Architectural Barriers
Employment Assistance
Awards and Recognition
Mental Retardation
Mentally Restored
Sheltered Workshops
Insurance
Management Views
Labor Views
Homemaker Rehabilitation
Youth
Transportation Barriers
Veterans
"Ability Counts" Contest
Recreation

Posters and banners which may be used for window displays are also available upon request.

### *Available Films*

Over the years, as they were made available, the President's Committee has distributed to State Committees a number of films on employment of the handicapped. Most Governors' Committees have now built up a fairly

well-stocked film library, and local Committees are urged to channel their requests for films through the Governors' Committees.

The films listed below are those which are not generally found in film libraries except those noted for each. The films can be requested on loan by contacting the source shown.

NO BARRIER. 14 minutes. Color. Produced by the Naval Photographic Center, Department of the Navy. Dramatizes a deaf civilian employee of the Navy and was intended for internal viewings, to encourage its worldwide installations to employ the handicapped. Because it has a sensitive and universal message, however, the President's Committee gained permission to release the film for general public showings. Available from any Governor's Committee on Employment of the Handicapped, or from The President's Committee on Employment of the Handicapped.

GOOD PEOPLE. 30 minutes. Color. Produced for the President's Committee by the Hughes Aircraft Company, Los Angeles, Calif. A film about handicapped employees who make good the hard way in various types of jobs at the Hughes Aircraft plant. Available from the Governors' Committees on Employment of the Handicapped, or from The President's Committee on Employment of the Handicapped.

TELL ME WHERE TO TURN. 26½ minutes. Color. A Public Affairs Committee Production. Tells of the services available through an Information and Referral Service. One print at each State Health Department. Free loan on request. (Return at mailing expense of borrower.)

BLIND WORKERS TRAINING FILM. 20 minutes. Color. Produced for the Internal Revenue Service. A film on training and placement of Blind Taxpaper Service Representatives. Available from the Internal Revenue Service, Washington, D.C. 20220.

DETERMINATION AND ABILITY COUNT. 20 minutes. Color. Produced by the Oregon Governor's Committee on Employment of the Handicapped. A film showing the various services available to the handicapped in Oregon. Available from the Employment Division, Governor's Committee on Employment of the Handicapped, 402 Labor & Industries Bldg., Salem, Oreg. 97310.

BADGE OF HONOR. 23 minutes. Color. Produced by Graphic Films Productions, Inc., New Haven, Conn. A documentary on the outstanding success of the non-profit Waterbury, Conn., Community Workshop. Available from The President's Committee on Employment of the Handicapped, Washington, D.C. 20210.

ALL THINGS ON WHEELS AREN'T EQUAL. 13 minutes. Color. Produced by Hofstra University, Hempstead, N.Y. Deals with ways in which physical barriers on a college campus can be eliminated. Available from The

President's Committee on Employment of the Handicapped, Washington, D.C. 20210.

HELP ON WHEELS. 11½ minutes. Color. Produced by the University of Nebraska. Demonstrates community programming of homemaker rehabilitation. Available from State Departments of Vocational Rehabilitation and Home Economics Departments of land grant colleges (State universities).

A TIME TO BE. Approx. 25 minutes. A filmograph made from still photos taken from the files of the President's Committee on Employment of the Handicapped, depicting the 25-year history of the hire-the-handicapped movement. Written by Lester Ahlswede, Washington, D.C., and narrated by Milton J. Cross, Metropolitan Opera Broadcast, New York, N.Y. Produced by the Motion Picture Service, U.S. Department of Agriculture, Washington, D.C. Available from the Governors' Committees on Employment of the Handicapped, or from the President's Committee on Employment of the Handicapped, Washington, D.C. 20210.

THE HOPE AND THE PROMISE. 26 minutes. Color. Produced by the National Rehabilitation Association. Available from State vocational rehabilitation agencies and most of the NRA chapters. Film is a humanistic interpretation of the meaning of rehabilitation from the point of view of three disabled persons.

JOBS WELL DONE. 20½ minutes. Color. Produced by the D.C. Department of Vocational Rehabilitation, Washington, D.C. A documentary of mentally retarded selectively employed on Federal jobs. Available from The President's Committee on Employment of the Handicapped, Washington, D.C. 20210.

MIND'S EYE. 28 minutes. Color. Produced by Veterans Administration and Blinded Veterans Association. Available from VA Information Service, Washington, D.C. 20420.

SELLING ONE GUY NAMED LARRY. 17 minutes. Produced by National Association for Retarded Children. A concise, dramatic presentation of people at work. People very much like you and me—with one difference: They are mentally retarded. Available from NARC, 2709 Avenue E, East Arlington, TX 76010, on a rental basis.

SHEER DETERMINATION. 22 minutes. Produced by Association of Handicapped Artists. Depicts the job and personal satisfaction of handicapped artists in overcoming their affliction through painting beautiful pictures with the brush held between the teeth or the toes. Available from Association of Handicapped Artists, Inc., 1735 Rand Building, Buffalo, N.Y. 14203.

SOUND THE TRUMPETS. 22 minutes. Color. Produced by the Minnesota Society for Crippled Children and Adults. A fine film on architectural

barriers. Available from The Minnesota Society for Crippled Children and Adults, 2004 Lyndale Avenue South, Minneapolis, Minn. 55405.

STRIVING FOR INDEPENDENCE. 20 minutes. Color. Produced by McDonnell Douglas Corporation. Deals with mobility and employment of the blind. Available from American Association of Workers for the Blind, Inc., 1511 K Street, N.W., Washington, D.C. 20005.

TO LIVE AGAIN. 28½ minutes. Color or black and white. Produced by Rehabilitation Services Administration, Department of Health, Education, and Welfare. Tells of the progress in vocational rehabilitation over the past 15 years. Available from Rehabilitation Services Administration, Information Office, HEW, Washington, D.C. 20201.

THE WORLD, THE FLESH, AND JIMMY JONES. 13 minutes. Available from United Cerebral Palsy Associations, Inc., 66 East 34th Street, New York, N.Y. 10016.

Other films on employment and rehabilitation are available from:

Rehabilitation Services Administration, Department of Health, Education, and Welfare, Washington, D.C. 20201

Veterans Administration, Washington, D.C. 20420

State Bureaus of Employment Security

State Divisions of Vocational Rehabilitation

State Agencies for the Blind

International Society for Rehabilitation of the Disabled, 219 East 44th Street, New York, N.Y. 10017

National Easter Seal Society for Crippled Children & Adults, 2023 West Ogden Avenue, Chicago, Illinois 60612

Goodwill Industries of America, Inc., 9200 Wisconsin Avenue, N.W., Washington, D.C. 20014

## *Available Exhibits*

The President's Committee has a number of exhibits which are available for display at meetings. They are, of course, more effective if staffed by persons qualified to answer the many questions which may be raised by viewers, and if appropriate hand-out material complements the message on the exhibit.

All shipping charges are assumed by the President's Committee. Because of cost-benefit factors, therefore, it is preferred that these exhibits be scheduled in the following priority: national conventions; state meetings; community events.

ARCHITECTURAL BARRIERS. Display space 9½ feet wide, 4 feet deep, 7½

feet high. Stands on own legs and needs table to display material. Comes in three cases weighing 640 pounds packed.

MANPOWER EXHIBIT. Display space 8 feet long, $3\frac{1}{2}$ feet deep, $7\frac{1}{2}$ feet high. Stands on own legs and has a shelf to display materials. Two cases weight 155 pounds packed.

MEDICAL CRITERIA FOR EMPLOYMENT OF THE HANDICAPPED. Display space 18 feet wide, 3 feet deep, $7\frac{1}{2}$ feet high. Stands on own legs and has shelf to display materials. Suitable for medical meetings. Two cases weigh 310 pounds packed.

INSURANCE EXHIBIT. Joint exhibit of President's Committee—American Mutual Insurance Alliance. Emphasis: "Handicapped persons do not adversely affect workmen's compensation rates." Effective for meetings where employers and local insurance agents gather. Ten feet backwall space, 8 feet high. Pamphlet tray included. Two shipping crates.

MEMBERS EXHIBIT. Display space expands from 10 to 15 feet wide, 16 inches deep, 7 feet high. Stands on own legs and has shelf to display materials. Space for inserting poster bearing the name of your own committee. Two cases weigh 505 pounds packed.

LABOR-MANAGEMENT EXHIBIT. This exhibit contains policy statements of the AFL-CIO and the NAM concerning employment of the handicapped. Suitable for labor meetings, manufacturers associations, chambers of commerce, etc. This is a "walk-in" exhibit suitable for 8′ x 10′ display booth.

VOLUNTEER EXHIBIT. This exhibit is directed to recruiting volunteers for various programs aiding the handicapped. Ideal for women's organizations, service clubs, veterans groups, etc. Complementary pamphlet available for handout. Ten feet wide, 24 inches deep, 7 feet high. Consists of two crates weighing 605 pounds.

THIS IS ALL WE ASK . . . A CHANCE TO TRY. A 9-minute narrated filmstrip. Shows employees at work for firms that successfully employ the handicapped. Ideal exhibit for banks, fairs, airports, stores and other busy places. The filmstrip is projected on a Salesmate projector machine, available from the President's Committee on loan.

ENVIRONMENTAL BARRIERS EXHIBIT. Display space approx. 9 ft. wide, 7 ft. 10 inches high, and 2 to 3 ft. in depth. In one crate weighing 550 lbs. This exhibit visually depicts how environmental barriers are overcome and is directed toward architects, designers, and engineers. It is suitable for the general public.

HANDICAPPED AT WORK. This is a photographic essay of handicapped men and women performing on the job. It consists of 42 separate photos, 20 x 16 inches, black and white and lends itself to easy adaptability according to size.